



Inventory of Financial Literacy Knowledge and Skills for Service Members and Families



January 25, 2021
Version 2.0

THIS PAGE LEFT INTENTIONALLY BLANK

Table of Contents

Introduction	2
Background.....	2
Inventory Development Process.....	3
Information Sources	3
Topic Areas.....	4
Terminal Learning Objectives	4
Career Touchpoints.....	5
Enabling Learning Objectives	6
Reading the Inventory	6
Way Ahead	6
Appendices	7

Introduction

The Department of Defense developed this Inventory of Financial Literacy Knowledge and Skills for Service Members and Families (Inventory) to use as a foundational reference document to guide future development of training, curriculum, and resources.

This document represents the collective judgement of its authors and contributors, and establishes a set of topic areas, learning objectives, and terms that support the Department's financial readiness program, as defined by law, policy, accredited experts in the field of Personal Financial Management and financial readiness curricula. It identifies a number of basic financial literacy knowledge and skills a Service or family member should ideally obtain to be considered financially literate while navigating the military lifecycle. This discussion document expands upon the minimal financial literacy requirements mandated by law and policy.

This Inventory is intended to be a reference and discussion guide and not a prescriptive policy document. It will evolve over time in response to new techniques and developments within the field of personal financial management. Curriculum developers and service providers may use this Inventory as a baseline of knowledge from which to evaluate current training and develop new training. The Military Departments may use it as a way to confirm that their personnel are being adequately trained on personal financial management topics, which are both required by law and policy to support individual readiness. This Inventory will serve to guide the Department's development and delivery of personal financial literacy programs to include strategic communications efforts.

Beyond its potential internal DoD use, this Inventory provides a reference document for other Federal departments and agencies along with interested non-Federal entities to synchronize their financial literacy efforts with DoD efforts. It may be used to identify and address gaps in training, integrate resources, create synergies, and minimize duplication of effort within the financial readiness space.

This Inventory is a by-product of analytical work undertaken by the Office of Financial Readiness. Users are invited to provide comments recommended for consideration in future updates. Comments may be submitted via DD Form 818 to osd.mc-alex.ousd-p-r.mbx.financial-readiness@mail.mil. This version 2.0 contains new ELOs where none had been identified in version 1.0.

Background

Title 10, U.S. Code § 992 requires the Military Services to provide financial literacy training, covering a range of topics, at specific touchpoints throughout the military life cycle. This Inventory outlines Terminal Learning Objectives (TLOs) and Enabling Learning Objectives (ELOs) for those topic areas at relevant touchpoints.

In July 2017, the Secretary of Defense directed an effort to determine changes in training to ensure a more ready and lethal forces, including a review of mandatory force

training that do not directly support core tasks. Findings indicated that financial readiness training should be included in the policy for common military training (CMT) requirements, and each common military training requirement must have learning outcome-based requirements established. The Office of Financial Readiness was already in the process of developing this Inventory, and the TLOs deemed most critical were used to determine TLOs included in the Department's CMT policy.

Inventory Development Process

The first step to developing the Inventory was to identify the Department's legal and policy training requirements for financial literacy. After reviewing and identifying the requirements, the team reviewed the current training programs and certification standards for both Service members and service providers. Ultimately, six topic areas were established, which were then further broken out into 26 TLOs by evaluating the knowledge and skills areas currently being taught and required across all Services.

The team then aligned the 26 TLOs with the most appropriate touchpoints. Finally, the team developed relevant ELOs for each TLO, broken down by touchpoint, in order to create a baseline of knowledge and skills for Service and family members' financial literacy at specific points in their career. Below are the five steps used to develop the Inventory:

1. Identify information sources.
2. Integrate data and identify financial literacy topic areas.
3. Identify TLOs for each topic area.
4. Align TLOs to career touchpoints.
5. Identify ELOs for each TLO based on touchpoint.

Information Sources

Legal and Policy Requirements

- Title 10, U.S. Code § 992
- DoDI 1342.22 "Military Family Readiness"

Financial Professional Certifications Scope of Knowledge

- Accredited Financial Counselors (AFCs)
- Certified Financial Planner (CFPs)

In addition to the sources above, the team also reviewed a number of existing financial literacy education and training materials for benchmarking purposes. Examples included the Navy's Million Dollar Sailor Program, the Marine Corps' Personal Readiness Seminar, the Army's Personnel Financial Management Course, and the Air Force's Flight Plan to Financial Freedom.

Topic Areas

A thorough review of the legal and policy requirements resulted in six overarching financial literacy topic areas that could be further broken down into TLOs.

- TA1. Basic Finance
- TA2. Consumer Protection
- TA3. Planning for the Future
- TA4. Compensation, Benefits and Entitlements
- TA5. Saving and Investing
- TA6. Major Purchases

Terminal Learning Objectives

TLOs were derived from the six training topic areas previously identified. These TLOs are the base of knowledge and skills that Service personnel will receive training on and will need to master in order to be considered financially literate. Some TLOs may be addressed more than once during the military lifecycle.

Topic Areas	TLOs
TA1: Basic Finance	<ul style="list-style-type: none">• Recognize the importance of personal financial management and what resources are available.• Identify warning signs of members at risk for financial problems.• Understand the fundamentals of banking services and fees.• Understand the fundamentals of creating and managing a spending plan, and the importance of updating a spending plan.• Understand the fundamentals and management of debt and credit.• Understand fundamentals of income tax and common tax benefits, and potential changes to tax situation apply.
TA2: Consumer Protection	<ul style="list-style-type: none">• Know military consumer protection law fundamentals (SCRA/MLA).• Recognize and identify steps to resolve identity theft.• Recognize and understand how to protect yourself from misleading consumer practices, and report consumer complaints.• Understand how to access credit protection benefits available to Service members.

Topic Areas	TLOs
TA3: Planning for the Future	<ul style="list-style-type: none"> Comprehend the components of Service member's military retirement system and the importance of preparing for retirement. Discuss the reasons, needs, types and options for purchasing insurance. Understand purpose and implications of estate planning (beneficiaries, wills, trusts, power of attorney, etc.)
TA4: Compensation, Benefits and Entitlements	<ul style="list-style-type: none"> Know the components of basic pay and allowances throughout military career. Examine the impact of special pay and entitlements. Discuss TRICARE options and costs. Discuss survivor and dependent benefits, including Survivor Benefit Plan and Servicemembers' Group Life Insurance. Understand future financial benefits afforded by the Department's Career Investment Programs.
TA5: Saving and Investing	<ul style="list-style-type: none"> Understand interest and how the concept of compounding works. Recognize the importance and be able to develop savings and an emergency fund. Describe the fundamentals of investing. Understand and be able to manage a Thrift Savings Plan (TSP) account.
TA6: Major Purchases	<ul style="list-style-type: none"> Analyze the implications and identify strategies for financing a major purchase. Analyze financial implications and identify strategies for buying a car. Analyze the financial implications of purchasing and owning a home. Understand education financing, to include available benefits, obligations, and repayment options.

Career Touchpoints

There are 10 touchpoints in a Service member's career that are identified in Title 10 USC § 992 as critical opportunities for addressing financial readiness. To achieve the greatest impact on readiness, relevant training should occur during these times. Note that some touchpoints occur more than once in a Service member's career, and some may not occur at all.

TP1: Initial Entry Training
TP2: First Duty Station

TP3: Permanent Change of Station (for members in paygrades E-4 or below and O-3 or below)
TP4: Promotion (for members in paygrades E-5 or below and O-4 or below)
TP5: Vesting in TSP
TP6: Entitlement to Continuation Pay
TP7: Major Life Events
TP8: Leadership Training
TP9: Pre- and Post-Deployment
TP10: Transition

Enabling Learning Objectives

ELOs identify the knowledge to support each TLO at each relevant touchpoint. When combined by touchpoint, ELOs create a baseline of minimum financial knowledge and capabilities that Service and family members should ideally master at a specific point in their career in order to be considered financially literate.

Reading the Inventory

The Learning Objective Master Sheet contains all developed training information by topic areas, TLOs, and career touchpoint. (See Appendix A)

Training should be developed by career touchpoint in order to most effectively ensure Service members receive all information necessary at critical points in their career. (See Appendices B-K)

Leaders at all levels and service providers can use ELOs to identify subject matter gaps in training and education, and to develop evaluations to assist with ensuring Service members have received proper training and are financially literate.

Way Ahead

Going forward, the Department will use this inventory to guide content development and distribution. Current examples include the following:

- Creating a library of training standard sheets for educational products and messaging to support financial literacy efforts for Service members and families. These sheets include enabling learning objectives from the inventory, as well as calls to action, resources, and strategic and tactical metrics.
- Guiding content development for the Sen\$e mobile app. Sen\$e is an Android and iOS compatible app that utilizes best practices in mobile education and learning science to assist service members and their families in building financial literacy. This inventory is being used to organized and develop new content to address major life events in a service member's military career, and topic areas of interest at the points of need.
- Federal departments and agencies and non-federal entities may use this inventory as a guide in their needs determination process and assessing their

own training to create and deliver financial education to Service members and their families in their continuing education efforts.

Appendices

[Appendix A: Learning Objective Master Sheet](#)

Appendix B: ELOs for TP1

Appendix C: ELOs for TP2

Appendix D: ELOs for TP3

Appendix E: ELOs for TP4

Appendix F: ELOs for TP5

Appendix G: ELOs for TP6

Appendix H: ELOs for TP7

Appendix I: ELOs for TP8

Appendix J: ELOs for TP9

Appendix K: ELOs for TP10

Appendix L: Definitions

Appendix M: Revision History

Appendix A: Learning Objective Master Sheet

		Initial Entry Training	First Duty Station	Permanent Change of Station	Promotion	Vesting in TSP	Entitlement to Continuation Pay	Major Life Events	Leadership Training	Pre- and Post-Deployment	Transition
Basic Finance	Recognize the importance of personal financial management and what resources are available.	X							X		
	Identify warning signs of members at risk for financial problems.	X							X	X	
	Understand the fundamentals of banking services and fees.	X	X								
	Understand the fundamentals of creating and managing a spending plan, and the importance of updating a spending plan.		X	X	X		X	X		X	X
	Understand the fundamentals and management of debt and credit.	X	X	X						X	X
	Understand fundamentals of income tax and common tax benefits, and potential changes to tax situation.		X				X	X		X	X
Consumer Protections	Know military consumer protection law fundamentals (SCRA/MLA).	X	X	X					X	X	
	Recognize and understand how to protect yourself from misleading consumer practices, and report complaints.		X				X			X	
	Understand how to `available to Service members.		X							X	
	Recognize and identify steps to resolve identity theft.		X							X	
Planning for the Future	Comprehend the components of Service member's military retirement system and the importance of preparing for retirement.	X				X	X	X	X		X
	Discuss the reasons, needs, types, and options for purchasing insurance.		X					X		X	X
	Understand purpose and implications of estate planning (beneficiaries, wills, trusts, power of attorney, etc.)	X						X		X	X

Appendix A: Learning Objective Master Sheet

		Initial Entry Training	First Duty Station	Permanent Change of Station	Promotion	Vesting in TSP	Entitlement to Continuation Pay	Major Life Events	Leadership Training	Pre- and Post-Deployment	Transition
Compensation, Benefits, and Entitlements	Know the components of basic pay and allowances throughout military career.	X									
	Examine the impact of special pay and entitlements.		X	X						X	
	Discuss TRICARE options and costs.		X					X		X	X
	Discuss survivor and dependent benefits.							X		X	X
	Understand future financial benefits afforded by the Department's career investment programs.		X		X				X		
Saving and Investing	Understand interest and how the concept of compounding works.		X								
	Recognize the importance and be able to develop savings and an emergency fund.		X		X			X		X	X
	Describe the fundamentals of investing.		X								
	Understand and be able to manage a Thrift Savings Plan (TSP) account.		X		X	X				X	X
Major Purchases	Analyze the implications and identify strategies for financing a major purchase.	X	X								
	Analyze financial implications and identify strategies for buying a car.		X								
	Understand Implications and strategies for financing a home.		X					X			
	Understand education financing, to include available benefits, obligations, and repayment options.		X					X			
Notes: <ul style="list-style-type: none"> • <i>Permanent Change of Station</i> applies to members in paygrades E-1 to E-4 and O-1 to O-3. • <i>Promotion</i> applies to members in paygrade E-1 to E-5 and O-1 to O-4. • <i>Major Life Events</i> includes, at a minimum, marriage, birth of first child, divorce, and disabling sickness or condition. • <i>Transition</i> includes separation, transition between Components, and retirement. 											

Appendix B: ELOs for TP1

TLOs	TP1 Initial Entry Training ELOs
1. Recognize the importance of personal financial management and what resources are available.	<ol style="list-style-type: none"> 1. Understand positive impacts of financial responsibility. 2. Understand how the military lifestyle and financial shocks can impact financial situation. 3. Know the difference between a “Need” and a “Want.” 4. Understand how financial mismanagement will have adverse impacts on career and personal life. 5. Understand how financial issues affect security clearances. 6. Understand the basic principles of financial stability and resources that can help.
2. Identify warning signs of members at risk for financial problems.	<ol style="list-style-type: none"> 1. Recognize indicators of Service members that are financially at-risk. 2. Know resources for at-risk members.
3. Understand the fundamentals of banking services and fees.	<ol style="list-style-type: none"> 1. Know products and services provided by most credit unions and banks. 2. Know the common fees associated with bank accounts. 3. Know practical strategies associated with electronic banking. 4. Identify an appropriate financial institution for meeting the individual’s or family’s needs. 5. Understand impact of insufficient funds.
4. Understand the fundamentals and management of debt and credit.	<ol style="list-style-type: none"> 1. Understand how credit works and how to build good credit. 2. Understand the five components of a credit score and why credit history is important.
5. Know military consumer protection law fundamentals (SCRA/MLA).	<ol style="list-style-type: none"> 1. Understand why Service members are targets for predatory lending and fraud. 2. Understand the components and protections for Service members under the Servicemembers Civil Relief Act (SCRA). 3. Understand the components and protections for Service members under the Military Lending Act (MLA). 4. Know basic procedures for handling a consumer complaint or dispute associated with the SCRA or MLA.
6. Comprehend the components of Service member’s military retirement system and the importance of preparing for retirement.	<ol style="list-style-type: none"> 1. Identify the key components of the Uniformed Services Blended Retirement System (BRS). 2. Understand the fundamentals of the TSP and TSP accounts. 3. Recognize how TSP contributions are made. 4. Recognize how TSP affects future retirement savings and military pay. 5. Understand managing retirement savings.

TLOs	TP1 Initial Entry Training ELOs
7. Understand purpose and implications of estate planning (beneficiaries, wills, trusts, power of attorney, etc.)	<ol style="list-style-type: none"> 1. Understand and know how to assign beneficiary designations (SGLI, death gratuity, Survivor Benefit Plan, VA death benefits, retirement accounts, bank accounts). 2. Be able to consider beneficiary designation factors such as court-ordered assigning of minors. 3. Understand contingent beneficiaries. 4. Understand the estate planning services available through a Service's legal assistance office.
8. Know the components of basic pay and allowances throughout military career.	<ol style="list-style-type: none"> 1. Understand how basic pay and subsistence allowance (BAS) is determined. 2. Understand how standard allowances such as housing allowances (BAH) work. 3. Identify changes in pay. 4. Know where to locate and how to read and understand a leave and earnings statement (LES). 5. Understand how to navigate common pay problems.
9. Analyze financial implications of and identify strategies for financing a major purchase.	<ol style="list-style-type: none"> 1. Know how to add a major purchase to a spending plan and evaluate for feasibility. 2. Know how to identify predatory lenders. 3. Know how to research major purchases. 4. Be able to compare and contrast various funding sources for major purchases. 5. Be able to separate emotional spending when considering a major purchase.
10. Analyze financial implications of and identify strategies for financing a vehicle.	<ol style="list-style-type: none"> 1. Be able to evaluate and budget for transportation needs, and reconcile what is wanted versus what is needed. 2. Be able to compare the benefits and pitfalls of leasing versus buying a new or used car. 3. Understand purchase options for car buying. 4. Understand auto financing and options, and identify best deal for personal situation. 5. Understand the pros and cons of trading in a car and negative equity. 6. Understand how to shop for and negotiate your auto loan, and the importance of getting all promises in writing. 7. Understanding car add-ons and how they may impact your financing. 8. Understand additional financial elements of purchasing a car such as insurance, gas and maintenance. 9. Understand depreciation and the risk of negative equity.

TLOs	TP2 First Duty Station ELOs
1. Understand the fundamentals of banking services and fees.	<ol style="list-style-type: none"> 1. Understand the importance of tracking deposits and expenditures. 2. Know how to balance your deposits and expenditures against your current bank statement. 3. Know how to recognize and correct banking errors. 4. Know ways to avoid banking fees. 5. Understand basic considerations of debit and credit card use and tracking expenditures. 6. Know that common personal finance sites may or may not fit your needs.
2. Understand the fundamentals of creating and managing a spending plan, and the importance of updating a spending plan.	<ol style="list-style-type: none"> 1. Understand why it is important to have a spending plan. 2. Know characteristics of SMART goals and how to develop financial goals that follow these guidelines. 3. Be able to create a personal spending plan. 4. Know strategies to minimize expenses and keep a spending plan on track.
3. Discuss the fundamentals and management of debt and credit.	<ol style="list-style-type: none"> 1. Understand your credit score. 2. Know how to check and resolve errors on a credit report. 3. Understand strategies to raise a credit score. 4. Know strategies for managing credit. 5. Know strategies for managing debt.
4. Understand fundamentals of income tax and common tax benefits, and potential changes to tax situation.	<ol style="list-style-type: none"> 1. Understand how to make the most of tax deductions. 2. Know how to review tax payments. 3. Know how to research state taxes and the differences associated with residency. 4. Understand the various components of a W-4 form. 5. Be able to collect and prepare documentation for tax filing. 6. Know where to find tax information on the LES.
5. Know military consumer protection law fundamentals, including SCRA and MLA	<ol style="list-style-type: none"> 1. Understand the basic protections afforded under the Servicemembers' Civil Relief Act. 2. Understand the basic protections afforded under the Military Lending Act (MLA).

TLOs	TP2 First Duty Station ELOs
6. Recognize and understand how to protect yourself from misleading consumer practices, and report complaints.	<ol style="list-style-type: none"> 1. Understand the threat of predatory lenders and identify better alternatives like military aid societies. 2. Know how to find information on state-specific consumer protection laws. 3. Recognize fraud and scam tactics and know how to safeguard yourself. 4. Be able to access and read a credit report to identify potential fraudulent activity. 5. Understand credit fraud and the process for placing alerts and freezes on accounts. 6. Know the basic procedures for handling a consumer complaint or dispute. 7. Know which federal agencies support consumer protections and how to find information.
7. Understand how to access credit protection benefits available to Service members.	<ol style="list-style-type: none"> 1. Know when and how to access free credit monitoring. 2. Understand the benefits of a credit freeze.
8. Recognize and identify steps to resolve identity theft.	<ol style="list-style-type: none"> 1. Know what type of information is subject to identity theft. 2. Know strategies for protecting one's identity. 3. Recognize warning signs that identity theft has occurred. 4. Know steps for resolving identity theft activity.
9. Analyze financial implications of and identify strategies for financing a major purchase.	<ol style="list-style-type: none"> 1. Know how to add a major purchase to a spending plan and evaluate for feasibility. 2. Be able to identify predatory lending practices. 3. Know how to identify predatory lenders. 4. Be able to compare and contrast various funding sources for major purchases. 5. Be able to separate emotional spending when considering a major purchase. 6. Understand how using credit for major purchases can impact future credit scores and access to credit.
10. Analyze financial implications and identify strategies for financing a vehicle.	<ol style="list-style-type: none"> 1. Know how much you can afford for transportation. 2. Understand the total cost of ownership of owning or leasing a vehicle, such as insurance, gas and upkeep. 3. Know how to re-evaluate your transportation needs at each duty station and how they may financially impact you.

TLOs	TP2 First Duty Station ELOs
11. Understand education financing, to include available benefits, obligations, and repayment options.	<ol style="list-style-type: none"> 1. Understand options to lower your interest rate on existing student loans. 2. Understand income-driven repayment plans and Public Service Loan Forgiveness (PSLF). 3. Understand eligibility to have loans deferred for a certain period of time. 4. Understand where to find information on the GI Bill, Tuition Assistance Program, and grants and scholarships. 5. Understand the purpose of the Free Application for Federal Student Aid (FAFSA) and the importance of completing it.
12. Discuss the reasons, needs, types, and options for purchasing insurance.	<ol style="list-style-type: none"> 1. Define basic insurance terminology and how insurance works. 2. Identify the various insurance options available (auto, renters, health). 3. Recognize the difference in mandatory and optional insurance. 4. Determine insurance levels necessary to minimally cover personal assets and liabilities. 5. Understand the implications of various deductible levels. 6. Understand benefits under Servicemembers' Group Life Insurance (SGLI). 7. Know how to update SGLI. 8. Know how to compare benefit levels for private life insurance including term and permanent life insurance. 9. Know how to review beneficiaries and levels for life insurance. 10. Know the different types of life insurance that are available.
13. Examine the impact of special pay and entitlements.	<ol style="list-style-type: none"> 1. Understand common special pay qualifications (Hardship Duty Pay, Assignment Incentive Pay, and Hazardous Duty Pay, etc.). 2. Know where to find information regarding special pay and entitlements on the LES. 3. Understand the differences between special, incentive, and basic pay and allowances. 4. Understand the housing allowances for housing CONUS and OCONUS.

TLOs	TP2 First Duty Station ELOs
14. Discuss TRICARE options and costs.	<ol style="list-style-type: none"> 1. Know what the Defense Enrollment Eligibility Reporting System (DEERS) is, how to enroll, and make changes. 2. Understand the differences among various TRICARE options. 3. Be able to compare and contrast TRICARE verses private insurance options. 4. Know how to locate military treatment facilities for use of TRICARE. 5. Know how to check what medical services are covered under TRICARE. 6. Know how to access TRICARE when traveling or during an emergency. 7. Know what to consider and how to switch between TRICARE plan options.
15. Understand future financial benefits afforded by the Department's Career Investment Programs.	ELOs TBD.
16. Understand interest and how the concept of compounding works.	<ol style="list-style-type: none"> 1. Know the difference between simple and compound interest. 2. Understand how compounding affects both savings and debt.
17. Recognize the importance and be able to develop a savings/emergency fund.	<ol style="list-style-type: none"> 1. Understand importance of building up emergency savings for unexpected events. 2. Identify financial tools that can be used for short-term savings.
18. Describe the fundamentals of investing.	<ol style="list-style-type: none"> 1. Know the difference between stocks, bonds and mutual funds. 2. Be able to assess current and long-term saving and investment goals. 3. Understand the concept of risk in investing. 4. Understand how to diversify an investment portfolio. 5. Understand how to choose between various investment options.
19. Understand and be able to manage a Thrift Savings Plan (TSP) account.	<ol style="list-style-type: none"> 1. Know how to adjust TSP contributions. 2. Understand the investment choices offered in the TSP.

Appendix D: ELOs for TP3

TLOs	TP3 Permanent Change of Station ELOs
1. Know military consumer protection law fundamentals, including SCRA and MLA	<ol style="list-style-type: none">1. Understand the basic protections afforded under the Servicemembers' Civil Relief Act.2. Understand the basic protections afforded under the Military Lending Act (MLA).
2. Understand the fundamentals of creating and managing a spending plan, and the importance of updating a spending plan.	<ol style="list-style-type: none">1. Understand PCS changes in entitlements.2. Be able to calculate the differences in pay and benefits from previous duty station to current duty station.3. Be able to identify changes in expenses from previous duty station to current duty station.4. Update your spending plan.
3. Understand the fundamentals and management of debt and credit.	<ol style="list-style-type: none">1. Know how to check for and resolve errors on a credit report.2. Understand strategies to raise a credit score.3. Know strategies for managing credit or debt.4. Know how to identify resources for funding major life events that reduce the need for additional credit.
4. Examine the impact of special pay and entitlements.	<ol style="list-style-type: none">1. Understand typical costs and entitlements associated with a change in duty station.

Appendix E: ELOs for TP4

TLOs	TP4 Promotion ELOs
1. Understand the fundamentals of creating and managing a spending plan, and the importance of updating a spending plan.	<ul style="list-style-type: none">1. Understand changes in income related to promotion.2. Identify options for increased income, to include increasing savings, paying off debt and managing credit.3. Update your spending plan.
2. Understand future financial benefits afforded by the Department's Career Investment Programs.	ELOs TBD.
3. Recognize the importance and be able to develop a savings/emergency fund.	<ul style="list-style-type: none">1. Reevaluate savings goals and status.
4. Understand and be able to manage a Thrift Savings Plan (TSP) account.	<ul style="list-style-type: none">1. Understand how an increase in pay affects TSP contributions.2. Review your TSP account allocations.

Appendix F: ELOs for TP5

TLOs	TP5 Vesting in TSP ELOs
1. Comprehend the components of Service member's military retirement system and the importance of preparing for retirement.	<ul style="list-style-type: none">1. Understand vesting for TSP.2. Understand the principles of Service matching contributions.
2. Understand and be able to manage a TSP account.	<ul style="list-style-type: none">1. Know how to manage and update TSP account.2. Be able to update beneficiaries for TSP.3. Be able to review TSP contributions and weigh against additional financial considerations.

Appendix G: ELOs for TP6

TLOs	TP6 Entitlement to Continuation Pay ELOs
1. Understand the fundamentals of creating and managing a spending plan, and the importance of updating a spending plan.	1. Be able to determine the best uses of your continuation pay. 2. Update your spending plan.
2. Understand fundamentals of income tax and common tax benefits, and potential changes to tax situation.	1. Understand the tax implications for continuation pay. 2. Know the importance of setting aside funds to cover increased taxes.
3. Recognize and know how to protect against misleading consumer practices, and report complaints.	1. Know how to protect your assets from scams and frauds.
4. Comprehend the components of Service member's military retirement system and the importance of preparing for retirement.	1. Understand continuation pay. 2. Calculate how much pay will be received as continuation pay. 3. Understand whether continuation and special pay can be received concurrently.

Appendix H: ELOs for TP7

TLOs	TP7A: Marriage Major Life Event ELOs
1. Understand the fundamentals of banking services and fees.	1. Discuss various financial institutions for meeting banking and credit needs.
2. Understand the fundamentals of creating and managing a spending plan, and the importance of updating a spending plan.	1. Update your spending plan to include additional income and expenses that may come with marriage. 2. Understand changes in allowances as a result of marriage. 3. Know the importance of discussing financial goals and considerations with a partner.
3. Discuss the fundamentals and management of debt and credit.	1. Understand your credit score. 2. Know how to check and resolve errors on your credit report. 3. Understand strategies to raise your credit score. 4. Know strategies for managing credit and debt. 5. Understand the implications of combined debt and other financial considerations.
4. Understand fundamentals of income tax and common tax benefits, and potential changes to tax situation.	1. Understand how to update federal and state withholdings, as needed. 2. Update personal property tax records, as needed. 3. Be aware of Military Spouse Residency Relief Act protections.
5. Comprehend the components of Service member's military retirement system and the importance of preparing for retirement.	1. Understand spouse entitlements to retirement benefits (pay, insurance, etc.).
6. Discuss the reasons, needs, types, and options for purchasing insurance.	1. Review beneficiaries and levels for life insurance including SGLI. 2. Know the different types and levels of eligibility of life insurance offered to military family members. 3. Understand the need to update insurance levels and premiums to cover liabilities. 4. Understand benefits of flexible spending accounts.

Appendix H: ELOs for TP7

TLOs	TP7A: Marriage Major Life Event ELOs
7. Understand purpose and implications of estate planning (beneficiaries, wills, trusts, power of attorney, etc.)	<ol style="list-style-type: none"> 1. Understand estate planning considerations. 2. Know why it's important to establish or update estate planning documents and beneficiaries.
8. Know the components of basic pay and allowances.	<ol style="list-style-type: none"> 1. Know when and how to update DEERS, and check your LES.
9. Discuss TRICARE options and costs.	<ol style="list-style-type: none"> 1. Know how to add or remove dependents from TRICARE. 2. Know when and how to update DEERS. 3. Be able to compare and contrast TRICARE verses private insurance options. 4. Know how to locate military treatment facilities for use of TRICARE. 5. Know how to check what medical services are covered under TRICARE. 6. Understanding Qualifying Life Events (QLE) and what must be done to maintain coverage after a QLE.
10. Discuss survivor and dependent benefits.	<ol style="list-style-type: none"> 1. Understand a surviving spouse's benefits if a service member dies on active or inactive duty (Survivor Benefit Plan, death gratuity, continued housing allowance, etc.).
11. Recognize the importance and be able to develop a savings/emergency fund.	<ol style="list-style-type: none"> 1. Understand the importance of starting and maintaining emergency savings. 2. Know how to set emergency savings goals. 3. Know various methods and modes for keeping emergency funds. 4. Know how to assess how much should be kept in an emergency fund. 5. Be able to set guidelines for starting and replenishing an emergency fund.
12. Analyze implications and identify strategies for financing a major purchase.	<ol style="list-style-type: none"> 1. Be able to reevaluate monthly finances and funding. 2. Know how to plan and budget for major purchases necessary due to life events (e.g. second car, furniture, etc.). 3. Know how to find out consumer information regarding major purchases.

Appendix H: ELOs for TP7

TLOs	TP7A: Marriage Major Life Event ELOs
13. Understand the financial implications of purchasing and owning a home.	<ol style="list-style-type: none"> 1. Understand financial considerations when researching housing options. 2. Know how to review allowances for housing. 3. Be able to develop a housing budget. 4. Understand how assets may be titled and when transfer of ownership may be required.
14. Understand education financing, to include available benefits, obligations, and repayment options.	<ol style="list-style-type: none"> 1. Be able to assess the cost of educational programs. 2. Know the variety of education benefits available to Service members and families. 3. Understand general information on various financial aid options such as grants, scholarships and loans.
15. Understand the availability of spouse employment programs and opportunities.	<ol style="list-style-type: none"> 1. Understand the career and education programs available to military spouses; e.g.; My SECO, MyCAA, Military Spouse Preference Program, etc. 2. Understand the benefits of career portability. 3. Know availability and qualifications of Service-specific reimbursement of professional licensure and credential costs upon PCS.

TLOs	TP7B: Expecting a Child Major Life Event ELOs
1. Know the components of basic pay and allowances.	<ol style="list-style-type: none"> 1. Know when and how to update DEERS, and check your LES.
2. Understand the fundamentals of creating and managing a spending plan, and the importance of updating a spending plan.	<ol style="list-style-type: none"> 1. Be able to develop your spending plan to account for the additional expenses that come with a new child. 2. Understand changes in basic pay and allowances as a result of birth of a child. 3. Be able to update your spending plan to account for future necessities, such as childcare, as well as a possible revision or loss of income.
3. Understand fundamentals of income tax and common tax benefits, and potential changes to tax situation.	<ol style="list-style-type: none"> 1. Understand how to update federal and state withholdings, as needed.

TLOs	TP7B: Expecting a Child Major Life Event ELOs
4. Discuss the reasons, needs, types, and options for purchasing insurance.	<ol style="list-style-type: none"> 1. Review beneficiaries and levels for life insurance including SGLI. 2. Know the different types and levels of eligibility of life insurance offered to military family members. 3. Understand the need to update insurance levels and premiums to cover liabilities. 4. Understand insurance coverage for childbirth and newborns. 5. Understand benefits of flexible spending accounts.
5. Understand purpose and implications of estate planning (beneficiaries, wills, trusts, power of attorney, etc.)	<ol style="list-style-type: none"> 1. Understand estate planning considerations. 2. Know why it's important to update estate planning documents and beneficiaries.
6. Discuss TRICARE options and costs.	<ol style="list-style-type: none"> 1. Know how to add or remove dependents from TRICARE. 2. Know when and how to update DEERS. 3. Understand options for health care beyond TRICARE. 4. Understand the necessity for additional health care for those that may not be covered under TRICARE. 5. Know how to review the benefits and costs for various health insurance options.
7. Recognize the importance and be able to develop a savings/emergency fund.	<ol style="list-style-type: none"> 1. Understand the importance of starting (or adding to) and maintaining emergency fund. 2. Know how to set emergency savings goals. 3. Know various methods and modes for keeping emergency funds. 4. Know how to assess how much should be kept in an emergency fund. 5. Be able to set guidelines for starting and replenishing an emergency fund.
8. Analyze implications and identify strategies for financing a major purchase.	<ol style="list-style-type: none"> 1. Be able to reevaluate monthly finances and funding. 2. Know how to plan and budget for major purchases necessary due to life events (e.g. car seats, furniture, etc.). 3. Know how to find out consumer information regarding major purchases.
9. Understand the financial implications of purchasing and owning a home.	<ol style="list-style-type: none"> 1. Assess housing needs, if necessary.

Appendix H: ELOs for TP7

TLOs	TP7B: Expecting a Child Major Life Event ELOs
10. Understand education financing, to include available benefits, obligations, and repayment options.	<ol style="list-style-type: none">1. Be able to assess the cost of educational programs.2. Understand the value of saving early.3. Identify, compare and contrast educational saving programs.
11. Discuss survivor and dependent benefits.	<ol style="list-style-type: none">1. Understand surviving dependent benefits if a service member dies on active or inactive duty (Survivor Benefit Plan, death gratuity, continued housing allowance, etc.).

Appendix H: ELOs for TP7

TLOs	TP7C: Divorce Major Life Event ELOs
1. Know the components of basic pay and allowances.	1. Know when and how to update DEERS, and check your LES.
2. Understand the fundamentals of creating and managing a spending plan, and the importance of updating a spending plan.	1. Update your spending plan. 2. Understand changes in basic pay and allowances as a result of divorce. 3. Be able to develop a spending plan that accounts for necessities.
3. Understand the fundamentals and management of debt and credit.	1. Know strategies for establishing and maintaining good credit. 2. Discuss settling outstanding joint debts. 3. Discuss division of assets.
4. Understand the fundamentals of banking services and fees.	1. Understand how financial accounts may be titled and when transfer of ownership may be required.
5. Understand fundamentals of income tax and common tax benefits, and potential changes to tax situation.	1. Understand how to update federal and state tax withholding as needed. 2. Update personal property tax jurisdiction, as appropriate.
6. Comprehend the components of Service member's military retirement system and the importance of preparing for retirement.	1. Understand implications of divorce on retirement. 2. Understand spouse entitlements to retirement benefits (pay, insurance, etc.).
7. Discuss the reasons, needs, types, and options for purchasing insurance.	1. Review beneficiaries and levels for life insurance including SGLI. 2. Understand the need to update insurance levels and premiums to cover liabilities.
8. Understand purpose and implications of estate planning (beneficiaries, wills, trusts, power of attorney, etc.)	1. Understand estate planning considerations. 2. Know why it's important to update estate planning documents and beneficiaries.

Appendix H: ELOs for TP7

TLOs	TP7C: Divorce Major Life Event ELOs
9. Discuss TRICARE options and costs.	<ol style="list-style-type: none"> 1. Know how to add or remove dependents from TRICARE. 2. Know when and how to update DEERS. 3. Understand options for health care beyond TRICARE. 4. Understand the necessity for additional health care for those that may not be covered under TRICARE. 5. Know how to review the benefits and costs for various health insurance options.
10. Recognize the importance and be able to develop a savings/emergency fund.	<ol style="list-style-type: none"> 1. Understand the importance of setting aside sufficient savings to cover unforeseen expenses during a divorce. 2. Know various methods and modes for keeping emergency funds.
11. Analyze implications and identify strategies for financing a major purchase.	<ol style="list-style-type: none"> 1. Be able to reevaluate monthly finances and funding sources. 2. Know how to plan and budget for major purchases necessary due to life event, such as a second vehicle, or new household furnishings. 3. Know how to source consumer information regarding major purchases.
12. Understand the financial implications of purchasing and owning a home.	<ol style="list-style-type: none"> 1. Assess individual housing needs, if necessary. 2. Understand the classification of assets under divorce.
13. Discuss survivor and dependent benefits.	<ol style="list-style-type: none"> 1. Understand survivor benefits if a service member dies on active or inactive duty after a divorce. (Survivor Benefit Plan, death gratuity, continued housing allowance, etc.).

TLOs	TP7D: Disabling Sickness or Condition Major Life Event ELOs
1. Understand the fundamentals of creating and managing a spending plan, and the importance of updating a spending plan.	<ol style="list-style-type: none"> 1. Update your spending plan. 2. Understand how to create a caregiving budget. 3. Be able to compare costs and options of living arrangements for aging parents and ill, injured or disabled family members.
2. Understand fundamentals of income tax and common tax benefits, and potential changes to tax situation.	<ol style="list-style-type: none"> 1. Understand how and when to update tax information, dependents and deductions for state and federal liabilities. 2. Understand what will be taxed and the tax rates. 3. Understand available deductions or credits for medical expenses, equipment and/or caregiver costs.
3. Discuss the reasons, needs, types, and options for purchasing insurance.	<ol style="list-style-type: none"> 1. Understand how Traumatic Servicemember's Group Life Insurance (TSGLI) can help if a member is severely injured. 2. Review beneficiaries and levels for life insurance including SGLI. 3. Understand the need to update insurance levels and premiums to cover liabilities. 4. Understand benefits of flexible spending accounts. 5. Understand options for family members with special healthcare needs, such as TRICARE, ECHO or CHAMPVA. 6. Understand Medicare basic benefits for aging parents.
4. Understand purpose and implications of estate planning (beneficiaries, wills, trusts, power of attorney, etc.)	<ol style="list-style-type: none"> 1. Understand estate planning considerations. 2. Know why it's important to update estate planning documents and beneficiaries.
5. Discuss TRICARE options and costs.	<ol style="list-style-type: none"> 1. Know which health care benefits will be utilized for varying scenarios. 2. Be able to compare and contrast TRICARE verses private insurance options.
6. Recognize the importance and be able to develop a savings/emergency fund.	<ol style="list-style-type: none"> 1. Understand the importance of maintaining an emergency fund. 2. Know how to set emergency savings goals. 3. Know various methods and modes for keeping emergency funds. 4. Understand additional options available to supplement emergency savings, such as Veterans Pension, Supplemental Security Income, etc.

TLOs	TP7D: Disabling Sickness or Condition Major Life Event ELOs
7. Analyze implications and identify strategies for financing a major purchase.	<ol style="list-style-type: none"> 1. Be able to reevaluate monthly finances and funding. 2. Know how to plan and budget for major purchases necessary due to life events (e.g. medical devices, furnishings, etc.). 3. Know how to find out consumer information regarding major purchases.
8. Understand the financial implications of purchasing and owning a home.	<ol style="list-style-type: none"> 1. Be able to review homeownership in light of major life events. 2. Know factors for property titling such as ownership interest and right of survivorship. 3. Understand right of survivorship and joint tenants in common. 4. Understand the factors to consider when deciding to rent or sell a home. 5. Understand the repercussions of defaulting on a mortgage and the long-term consequences of foreclosure.
9. Discuss survivor and dependent benefits.	<ol style="list-style-type: none"> 1. Understand Traumatic Servicemembers Group Life Insurance (TSGLI) benefits. 2. Understand Pay and Allowance continuation. 3. Understand compensation with daily living opportunities.

Appendix I: ELOs for TP8

TLOs	TP8 Leadership Training ELOs
1. Recognize the importance of personal financial management and what resources are available.	<ol style="list-style-type: none"> 1. Identify benefits of responsible personal financial management. 2. Identify financial issues that are unique to or affected by the military lifestyle. 3. Identify consequences of financial mismanagement in both the military and civilian sectors. 4. Know what information is necessary for obtaining higher security levels. 5. Understand leadership duties in assisting Service and staff members in acquiring security clearances.
2. Identify warning signs of members at risk for financial problems.	<ol style="list-style-type: none"> 1. Know how to identify indicators of Service members that are financially at risk. 2. Understand the leadership role and responsibilities for identifying and providing resources to those financially at risk. 3. Know how to approach at-risk members with concerns. 4. Understand Duty to Warn and Confidentiality concerns. 5. Know resources for at-risk members. 6. Understand laws and compliance issues as related to assisting Service members. 7. Be able to identify the impacts of financial risk on readiness. 8. Understand the mental stress of financial risk on readiness. 9. Understand the personal family issues associated with financial risk and readiness.
3. Comprehend the components of Service member's military retirement system and the importance of preparing for retirement.	<ol style="list-style-type: none"> 1. Understand the basics of military retirement pay. 2. Understand and convey the importance of comprehensive military retirement planning throughout the military lifecycle.

TLOs	TP9 Pre- and Post- Deployment ELOs
1. Identify warning signs of members at risk for financial problems.	<ol style="list-style-type: none"> 1. Recognize indicators of Service members that are financially at risk. 2. Know how to approach at-risk members with concerns. 3. Understand Duty to Warn and Confidentiality concerns. 4. Know resources for at-risk members.
2. Understand the fundamentals of creating and managing a spending plan, and the importance of updating a spending plan.	<ol style="list-style-type: none"> 1. Be able to estimate the potential savings and expenses associated with deployment (storage, suspended utilities etc.). 2. Know ways you can maximize savings and minimize spending while deployed. 3. Update your spending plan pre- and post-deployment. 4. Know how to reevaluate budget post-deployment. 5. Understand how to make practical/effective decisions on accrued assets from deployment.
3. Understand the fundamentals and management of debt and credit.	<ol style="list-style-type: none"> 1. Understand how to access and use individual financial protection measures such as free credit monitoring with active duty alerts and security freezes with credit reporting agencies.
4. Understand fundamentals of income tax and common tax benefits, and potential changes to tax situation.	<ol style="list-style-type: none"> 1. Understand what taxes need to be considered when deployed. 2. Understand residency and tax implications while deployed. 3. Understand the importance of providing tax documentation to beneficiaries to handle during deployment. 4. Update contact information pre- and post-deployment. 5. Establish and prepare a point of contact with tax documentation and information during deployment. 6. Understand how to work with an accountant for tax filing in absentia. 7. Review tax implications of deployment pay. 8. Understand residency implications on taxes when deployed.
5. Know military consumer protection law fundamentals (SCRA and MLA.)	<ol style="list-style-type: none"> 1. Understand the basic protections afforded under the Servicemembers' Civil Relief Act. 2. Understand the basic protections afforded under the Military Lending Act (MLA).
6. Recognize and know how to protect against misleading consumer practices, and report consumer complaints.	<ol style="list-style-type: none"> 1. Recognize scams that target deployed Service members.
7. Recognize and identify steps to resolve identity theft.	<ol style="list-style-type: none"> 1. Know how to secure personal information for deployment. 2. Know how to check and track personal information while deployed.

TLOs	TP9 Pre- and Post- Deployment ELOs
8. Understand how to access credit protection benefits available to Service members.	<ol style="list-style-type: none"> 1. Know when and how to access free credit monitoring. 2. Understand the benefits of a credit freeze.
9. Discuss the reasons, needs, types, and options for purchasing insurance.	<ol style="list-style-type: none"> 1. Know what types of additional life insurance are available. 2. Understand how to evaluate your estate to know if additional life insurance is necessary. 3. Understand and be able to update insurance policies with additional points of contact for deployment. 4. Understand the need to provide and make insurance documentation readily available to contacts and beneficiaries. 5. Know how to review insurance information and policies and update post-deployment.
10. Understand purpose and implications of estate planning (beneficiaries, wills, trusts, power of attorney, etc.)	<ol style="list-style-type: none"> 1. Confirm that all updates to documents are effective. 2. Reevaluate and update survivor benefit elections. 3. Ensure estate planning documents are up-to-date.
11. Examine the impact of special pay and entitlements.	<ol style="list-style-type: none"> 1. Understand special pay for pre- and post-deployment such as combat pay, family separation, etc. 2. Understand benefits, such as zero interest on federal student loans while receiving hostile fire / imminent danger pay.
12. Discuss TRICARE options and costs.	<ol style="list-style-type: none"> 1. Know how to update coverage under TRICARE (Guard/Reserve members are eligible for TRICARE Prime when activated for 30 days or more.) 2. Understand the services pertaining to post-deployment medical, dental, and mental health benefits to eligible individuals.
13. Discuss survivor and dependent benefits.	<ol style="list-style-type: none"> 1. Understand a surviving spouse's benefits if a service member dies on active or inactive duty (Survivor Benefit Plan, death gratuity, continued housing allowance, etc.). 2. Understand Servicemembers Group Life Insurance (SGLI). 3. Understand Combat Tax Forgiveness. 4. Understand the benefits available to surviving family members such as Dependency and Indemnity Compensation (DIC) and Education Assistance Options for survivors. 6. Understand the need to name your beneficiaries, when required, prior to deployment.

Appendix J: ELOs for TP9

TLOs	TP9 Pre- and Post- Deployment ELOs
14. Recognize the importance and be able to develop a savings/emergency fund.	<ol style="list-style-type: none">1. Understand the purpose and basic components of the Savings Deposit Program.2. Understand withdrawal considerations.
15. Understand and be able to manage a TSP account.	<ol style="list-style-type: none">1. Understand combat zone tax exclusion (CZTE) eligibility and TSP implications.

TLOs	TP10 Transition ELOs
1. Understand the fundamentals of creating and managing a spending plan, and the importance of updating a spending plan.	<ol style="list-style-type: none"> 1. Create your post-service spending plan. 2. Know what benefits will continue past transition and for how long. 3. Know how to research post-service benefits by state. 4. Be able to research additional benefits to compensate for those that expire with service. 5. Know how to create a transition budget. 6. Understand changes in financial benefits that come with transition. 7. Understand the difference and similarities in LES versus typical pay stubs. 8. Review financial changes when moving to civilian employment. 9. Prepare for salary negotiations for civilian employment. 10. Understand how benefits are factored into salary in civilian employment. 11. Calculate the salary necessary in civilian employment to maintain comparable lifestyle.
2. Understand fundamentals of income tax and common tax benefits, and potential changes to tax situation.	<ol style="list-style-type: none"> 1. Be able to calculate tax costs when transitioning to civilian employment. 2. Understand how tax payments differ as a civilian employee. 3. Understand taxes as a retired Service member.
3. Comprehend the components of Service member's military retirement system and the importance of preparing for retirement.	<ol style="list-style-type: none"> 1. Understand retired pay based on the individual's retirement system. 2. Recognize the process for applying and receiving retired pay. 3. Understand the concepts of vesting and portability for the TSP other qualified employer sponsored salary deferral plans. 4. Know how to review TSP balance and contributions. 5. Understand the distribution options for TSP. 6. Be able to develop monthly budget based on estimated retirement income(s). 7. Understand retirement account distribution options. 8. Understand requirements and tax implications of retired pay and retirement account distributions. 9. Understand how to continue saving and investing for retirement post active service.
4. Discuss the reasons, needs, types, and options for purchasing insurance.	<ol style="list-style-type: none"> 1. Understand the transition from Service Members Group Life Insurance (SGLI) to private life insurance. 2. Understand benefits under Veteran's Group Life Insurance (VGLI). 3. Know how to convert life insurance from SGLI to VGLI.

Appendix K: ELOs for TP10

TLOs	TP10 Transition ELOs
5. Understand purpose and implications of estate planning (beneficiaries, wills, trusts, power of attorney, etc.)	<ol style="list-style-type: none"> 1. Identify areas for which civilians should consider beneficiary designations. 2. Update beneficiary designations.
6. Discuss TRICARE options and costs.	<ol style="list-style-type: none"> 1. Understand options for transitioning healthcare from TRICARE to private options. 2. Know how to review the benefits and costs for various health insurance options. 3. Be able to acquire medical documentation necessary for transitioning from TRICARE to private medical providers. 4. Understand options under the Continued Health Care Benefit Program. 5. Know how to apply for continued health insurance with TRICARE for Life programs and Veterans Affairs (VA).
7. Discuss survivor and dependent benefits.	<ol style="list-style-type: none"> 1. Understand the Survivor Benefit Plan.
8. Recognize the importance and be able to develop a savings/emergency fund.	<ol style="list-style-type: none"> 1. Know how to review payoff amounts for deferred payments. 2. Know whether deferred payments will follow into retirement. 3. Be able to review budget and deferred payment plans.
9. Understand and be able to manage a Thrift Savings Plan (TSP) account.	<ol style="list-style-type: none"> 1. Know the TSP rollover options. 2. Understand how to plan for TSP death benefits. 3. Understand the options and implications of taking withdrawals from TSP funds. 4. Understand the tax implications and penalties for TSP distributions, to include early distribution.

Appendix L: Definitions

career investment programs. Policies, programs, and partnerships that support war-fighting readiness and ensure that Service members are prepared for transition to the civilian workforce following military services, including, but not limited to, voluntary education, tuition assistance, certification, licensure, apprenticeship, and financial readiness.

continuation pay. A direct cash payment available to Service members covered under the Blended Retirement System, payable between completion of 8 and 12 years of service with a commitment of a minimum of 3 additional years of service.

counseling. Providing assistance and guidance in resolving a problem or difficulty, with professionals most often offering these services. In the case of military financial counseling programs, assistance is provided by accredited financial counselors in a mutually agreed upon setting.

ELO. Enabling Learning Objectives; supporting objectives for TLOs.

financial literacy. The ability to use knowledge and skills to manage financial resources.

financial readiness. The state in which successful management of personal financial responsibilities supports a Service member's ability to perform their wartime responsibilities.

initial entry training. Training provided to Service members (enlisted, commissioned officers, and warrant officers) before arrival at the first permanent duty station.

major life event. At a minimum, marriage, birth (or adoption) of a child, divorce, and disabling sickness or condition.

pre-accession. The point at which a potential Service member has been recruited but not yet entered initial entry training.

TLO. Terminal Learning Objective; describes the performance required of the student to demonstrate competency in the material being taught. A TLO describes exactly what the student must be capable of performing under the stated conditions to the prescribed standard on lesson completion.

touchpoint. Personal and professional life events when financial literacy training is to be provided to Service members in accordance with Title 10, USC § 992.

training. The act, process or method of learning a new skill or ability. Training can also reinforce the proper application of a previously-learned skill.

transition. Separation from service, transition between Components, or retirement.

vesting. The process by which an individual accrues non-forfeitable rights over employer-provided incentives or employer contributions made to an individual's qualified retirement account.

Appendix M: Revision History

Version	Date	Change description	Author
1.1	12/1/2020	Updates / additions / corrections	M. Dobal
1.2-1.7	12/15/20 -1/20/21	Updates / additions / corrections	M. Dobal
2.0	1/25/21	Finalized v2.0	M. Dobal

THIS PAGE LEFT INTENTIONALLY BLANK